

# CIVIL SERVICE COMMISSION REGULAR MEETING

Tuesday, March 12, 2013, 2:00 p.m.

City Hall, 45 Lyon Terrace, Wheeler A and B, Bridgeport, CT 06604

## MINUTES

Commissioner Eleanor Guedes called the March 12, 2013 regular meeting of the Civil Service Commission to order at 2:10 p.m. Present were Commissioners Correa, McBride, Plummer, and Rodgers. Also attending were Personnel Director David Dunn, Clerk to the Commission Deborah Brelsford, and City Attorney John Mitola.

### 1. Meeting Minutes - APPROVED

The Minutes from the regular meeting held on January 8, 2013 were submitted for review. Mr. Dunn reported that he reviewed them and found them to be in order. On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Minutes for the January 8, 2013 Civil Service Commission meeting were unanimously approved.

### 2. Vacancies - APPROVED

Commissioner Guedes asked Mr. Dunn what number of the vacancies were tested positions. He replied that with the exception of the Assistant Fire Chief, the rest were non-competitive positions. Commissioner Guedes stated that they were criteria-based and asked if they were publicly advertised and Mr. Dunn explained that they were advertised and filled through the recruitment or application process. Commissioner Correa asked for information about the Assistant Project Manager position at the EOC. Mr. Dunn explained that Scott Appleby, Director of Emergency Service, obtained a special federal government grant and Tyrone Jones was hired from the part-time position he had in the Health department to this position. On a motion made by Commissioner Plummer and seconded by Commissioner McBride the Commission unanimously approved the vacancies below:

<u>Department</u>	<u>Title</u>
Engineering	Traffic Engineer
Fire	Assistant Special Project Manager
Fire	Fire Assistant Chief
Health (EOC)	Assistant Special Project Manager
Housing & Community Develop.	Admin. & Support Services Coordinator
Human Resources	Clerk A
Information Technology	Support Specialist II (3)
Parks and Recreation	Golf Course Mechanic <i>Seasonal</i>

Mr. Dunn asked the Commission to *amend* the agenda to add a vacancy for Secretary in the Mayor's office, received in the Civil Service office prior to the meeting. On a motion made by Commissioner McBride and seconded by Commissioner Correa, the Commission unanimously approved amending the agenda to include the vacant position of Secretary in the Mayor's office to the agenda.

On a motion made by Commissioner Plummer and seconded by Commissioner McBride, the Commission unanimously approved the vacant position of Secretary in the Mayor's office.

### **3. Merit Increases – CERTIFIED**

On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer, the Commission unanimously certified the merit increases for:

#### **MERIT INCREASES EFFECTIVE FEBRUARY 1, 2013**

##### **AIRPORT**

Moses Pettway	Airport Serviceman I	\$36,503 (1) to \$38,196 (2)
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#### **MERIT INCREASES EFFECTIVE MARCH 1, 2013**

##### **PUBLIC FACILITIES**

Deborah Honnen	Janitress	\$28,096 (1) to \$29,576 (2)
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### **4. Permanent Appointments – CERTIFIED**

On a motion made by Commissioner Correa and seconded by Commissioner McBride the Commission unanimously certified the permanent appointments from the February agenda for:

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TITLE</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Jones	Gloria	Clerical Assistant	Town Clerk	03/02/2012
Marquez	Aidxa	Assistant Town Clerk II	Town Clerk	05/02/2012
Valeri	Andrew	Maintainer I, Grade I	Parks & Recreation	07/21/2012
Frattaroli	Alyssa	Public Safety Telecommunicator	PSC	07/18/2012

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers the Commission unanimously certified the permanent appointments from the March agenda for:

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>TITLE</u>	<u>DEPARTMENT</u>	<u>EFFECTIVE DATE</u>
Cowette	Tammy	PSC Supervisor	PSC	12/25/2012
DiGioia	Earl	Registered Sanitarian	Health	08/06/2012
Echevarria	Mildred	School Crossing Guard	Police	01/12/2013
Ramos	Ivan	School Crossing Guard	Police	02/02/2013
Porter	Michael	School Crossing Guard	Police	02/02/2013

It is noted for the record that Commission Correa stated it is not fair to the employee if the Department Head does not approve permanent appointments in a timely manner.

### **5. Police #2306 Employment List – April 25, 2013 Expiration – Contingent Offers of Employment - APPROVED**

Mr. Dunn explained to the Commissioners that he would like to make contingent offers of employment to all of the remaining names on the Police #2306 Employment List that expires on April 25, 2013. When permission is given from the Administration the remaining names would be put into the full hiring process and next year another class could be taken off this list. Mr. Dunn added that this was a good exam and there have been no legal challenges or any other challenges. He

believes that the candidates are fine candidates and would make fine police officers if they pass the remaining parts of the exam process.

Commissioner Correa asked if there would be any liability involved. Mr. Dunn said there would be no liability because all offers would be contingent offers of employment, subject to passing remaining exams included psychological, lie detector, medical, and Office of Internal Affairs background investigation.

Mr. Dunn added that he discussed the idea of contingent offers of employment with Mr. Nunn and that he and other members in the Administration are agreeable to it. It is a way to stretch the life of the list to something longer than the 2 year list referenced in the Charter and thus the City would save money that it would have had to spend on another test.

Mr. Dunn also said that to get about 50 police officers so far the Civil Service office had to go through about 175 names. Commissioner Guedes asked if there would be a cutoff date. Mr. Dunn stated that a deadline could be put on it. Commissioner Guedes stated that she did not think it should go on in perpetuum. Police Chief Joe Gaudett said that Governor Malloy has made budget cuts and until the City has a clearer picture of the budget scenario a decision about the next police class will be delayed. He said that there could be significant cuts of City funds from the State. He also told the Commission that unlike the last 2 police classes, the next police class would not be funded by a federal grant and that the funding would come from City funds exclusively. Chief Gaudett added that he supports this contingent offer of employment as a creative way to get more time from the list.

Commissioner McBride suggested limiting the list to 2 additional classes from it. Commissioner Correa asked Chief Gaudett how many police officers are employed in the City today. He responded that there are 438 police officers and that the budgeted strength is 448 police officers.

Commissioner Correa stated that she is concerned with the low number of women on the roster. She said that the recruitment needs to be more specific to gender. She stated that she had called Ms. Brelsford about this as well as Commissioner Guedes. Commissioner Correa also said that this month is Women's History month. Chief Gaudett added that Lynn Kerwin, as Assistant Chief, had the responsibility of recruitment for this test and that great emphasis was placed on women and other minorities. He stated that the test had not been challenged and that recruitment was a very professional and well-thought out attempt.

Commissioner Guedes stated that the City can balance out financial needs and the next pool would be gender neutral. Attorney Mitola suggested the wording be *hiring is contingent upon the City securing financing by the end of fiscal year 13-14*. Mr. Dunn said a letter would be sent out from Civil Service to the candidates.

Commissioner Guedes asked Mr. Dunn if this needed to go to Council and he said he did not believe that would be necessary. He said that the Commission had a full airing of the idea and that he would bring the Commission's approval to the Mayor's office, make the offers, and extend the list through June 30, 2014.

On a motion made by Commissioner Rodgers and seconded by Commissioner Plummer, the Commission unanimously authorized Personnel Director Dunn to send out contingent offers of employment to the remaining candidates on the list with the caveat, provided funding, through the end of fiscal year 2014.

Chief Gaudett thanked the Commission and said he would put into the budget the recruiting and testing process would take place in FY 2014 and another list would be available by July 1, 2014. He added that the department needs are not going to go away; the department is growing older and there will be a new pension plan soon.

Commissioner Correa suggested recruiting workshops and job fairs before a test is announced to stimulate interest. Chief Gaudett told the Commission that this month he is sending a female Sergeant to the Women in Business event at the Discovery school and that Captain Sapiro would be at the Public Safety Day event at Housatonic Community College on March 27<sup>th</sup>. Commissioner Correa suggested a job fair on March 14<sup>th</sup> that Career Resources is sponsoring and also Hispanic job fairs. Chief Gaudett said he will get on the mailing lists for these job fairs and similar events.

#### **6. Commissioners' Requests – TABLED**

Mr. Dunn suggested that this matter be moved to the end of the agenda. On a motion made by Commissioner McBride and seconded by Commissioner Plummer, the Commission unanimously voted to move this matter of Commissioners' Requests to the end of the agenda.

- At the January Commission meeting, Commissioner Eleanor Guedes requested information regarding turnover in various City departments.
- At the January Commission meeting, Commissioner Guedes, on behalf of Commissioner Rosa J. Correa (who was absent) requested an information packet on Thomas White.

It is noted for the Record that Commissioner Guedes left the room for a few minutes and returned. City Attorney Mitola also stepped out for a moment and returned.

#### **7. Wanda Givens – Termination – 3 part vote - TABLED**

The Commission received correspondence from Philip White, Labor Relations Officer, regarding the employment status of Wanda Givens. It is noted for the record that Commission McBride is abstaining from the discussion and voting as he is related to Ms. Givens. Mr. Dunn asked Ms. Givens if she would like a public or private hearing and she chose a public hearing.

Mr. Dunn introduced Phil White from Labor Relations, Ms. Givens, Ms. Liz Ditman the NAGE Attorney, and Ms. Doree Price the Department Head. Mr. Dunn passed out Article 14 Seniority and Article 24 Computer Aided Dispatch of the NAGE contract for the Record. Mr. Dunn explained that Ms. Givens is an EOC operator and that Ms. Price recommended termination for failure to pass probation.

Ms. Price explained that she had some concerns with 2 calls taken by Ms. Givens in December 2012 and January 2013, because incorrect address information was given to the police officers. Mr. White explained that Labor Relations conducted Loudermill hearings and while both cases are serious, neither instance warranted disciplinary action according to City Work Rules; there was nothing intentional. Labor Relations said this issue was a training issue and contemporaneous with that tried to negotiate extending the probationary period. The union and Ms. Givens refused to sign the agreement that Labor Relations wrote. After this refusal, Labor Relations removed itself from the process and the matter is now in the domain of Civil Service.

Ms. Price passed out a blue file folder to the Commissioners and noted that every employee/trainee gets this handout in his/her file and referenced a graph that shows day 1 through training. She explained that red blocks are unacceptable and green blocks showed improvement and noted that in the beginning there is more red and some green and then as training proceeded and Ms. Givens was learning more there were more green blocks in the graph. Ms. Price said that daily observation reports are completed when an employee is in training. She explained that employees are taught the proper greeting, how to take the call, how to process the call, to ask for the location, the name and phone numbers. Ms. Price referred the Commissioners to the back of the file where the page titled Review focused on call taking. This training took place with all of the employees in October.

Ms. Price does not believe this is a training issue. She further added that the issue is more her ability to perform to acceptable standards of the Center. Ms. Price said on December 7, 2012 a female phoned in a domestic brawl and she was being held hostage with kids in the house, with the threat of being shot. Ms. Price explained that officers were sent to 223 Beardsley instead of 222 Beardsley. Ms. Givens had not confirmed the address and did not repeat the address and did not ask for cross streets as she had learned to do in the training. This error put the officers in great jeopardy. The suspect, who had a gun, had been on the porch of the house, watching the officers at the wrong house across the street, with the officers' backs to the suspect. Ms. Price reiterated that the operators must get the address correct.

Ms. Price further added that on January 2, 2013, with an interpreter on the phone, Ms. Givens sent the officers to the opposite ends of the City, in another domestic call, because she gave the incorrect street name to the officers. The caller was threatened and it took 17 minutes response time. Ms. Price stated that these are critical incidents and not training issues, but rather, performance issues. Ms. Price noted that Ms. Givens had certifications from Powerphone.

Ms. Price asked the Commission to listen to the recordings of the 2 phone calls. Attorney Mitola requested that the Commission enter executive session since some criminal matters were pending on the cases.

On a motion made by Commissioner Correa and seconded by Commissioner Plummer, the Commission entered executive session at 3:07 p.m. to listen to the calls. It is noted that Commissioner Plummer left the room for a few minutes and returned at 3:12 p.m. Marcus Jackson from IT at the EOC set up the computer and played the CD. The Commission returned to public session at 3:50 p.m.

Commissioner Guedes asked for the 911 call procedure. Ms. Price explained that the address needs to be reiterated with the caller. Sometimes the operators write the address on a scratch piece of paper at their station, or, sometimes they put it into the computer system and they are supposed to continuously verify it in the course of the call.

Commissioner Guedes asked if Ms. Givens was given reinforcement of training on December 7, after she returned from being at home on a paid leave for a couple of weeks. Ms. Price replied that she had not been. Commissioner Guedes stated that she felt the employee should be given more training and should have been told to write notes down if she was having trouble verbally retaining it. Ms. Price said the night Ms. Givens was sent home after the error with the first call the Supervisor offered to listen to the tape with her. Ms. Price said Ms. Givens declined and was upset because she knew the magnitude of her mistake because officers and lieutenants were calling in.

Commissioner Correa asked if Ms. Givens was under a probationary period and Mr. Dunn replied that Ms. Givens was an employee for 10 months at the time of the first incident and at the time of the 2<sup>nd</sup> incident she was an employee for 11 months. Telecommunicators serve a 12 month probation period, which is a 6 month longer probation period than most City positions. Commissioner Correa said she was concerned that the address was only mentioned once and that there was no verification of the address. Commissioner Correa asked Ms. Price if this was standard procedure and Ms. Price replied that it was not and that the operator should ask for cross streets to get the address correct and repeat back the address. She added that sometimes it is difficult to understand people that are hysterical on the other end of the phone. In the case of the 2<sup>nd</sup> call, Ms. Price said that Ms. Givens should not have ended the call and should have stayed on the phone with her as the suspect had access to knives as weapons.

Commissioner Correa continued to question how individuals are trained when they hear a distressed woman on the call. She said that it took 17 minutes for officers to get to Garfield because Granfield was put into the system. Ms. Price stated that the Center had to call back to the residence.

Mr. Dunn asked about calls being made from a landline to 911 and Ms. Price replied that the system auto populates where the call is from but not when the call is from a cell phone, which she believed the call was from a cell phone because the call was transferred from the State Police.

Mr. White said that this was not seen by Labor Relations as a disciplinary problem but Labor Relations was not able to reach agreement with the union. Ms. Givens said she did not sign the last chance agreement because it was like a stipulated agreement with restrictions. She said the 2<sup>nd</sup> agreement was similar with some of the additional parts taken out.

Commissioner Guedes asked Ms. Givens if she would have been willing to sign a 3 month extension of probation. Ms. Givens said originally "yes" and she spoke with Ms. Price personally and asked about retraining and sitting with somebody. Ms. Givens said she had believed training was a big issue. Since she was disciplined that day (December) by a supervisor and suspended that same day she felt she would receive additional training. Ms. Givens said Ms. Price said there would not be additional training and that she should just do what she did before she had been disciplined and suspended. Ms. Givens said she replied "wow".

Ms. Price said she had not had that conversation with Ms. Givens and Ms. Givens said she had and that the phone lines are taped and that they had the conversation.

Commissioner Guedes stated that Ms. Givens missed a couple of weeks of work and missed some of her probationary period. Commissioner Guedes questioned how somebody who has been at home could be evaluated because she was out of work 1 month plus. Mr. Dunn and Commissioner Guedes also added that Ms. Givens was out 2 to 3 weeks in December.

Ms. Price explained that on January 27 the Supervisor reviewed the matter with Ms. Givens. Ms. Price mentioned it to Labor Relations the following day.

Mr. Dunn suggested that there was a 2 month gap in time off and that Ms. Givens was put on leave on February 4 and the probationary period would have ended on February 7.

At this point Larry Osborne, Director of Labor Relations, removed the restrictions on the Agreement and it amounted to a 3 month probation extension. Commissioner Correa questioned why union representation was given to Ms. Givens and Attorney Ditman replied that TCOs are on probation for 1 year. Once they have 6 months on the job they are afforded representation by the union.

Attorney Ditman continued, stating that Labor Relations did not feel the matter was a disciplinary issue, however, that it was a training issue. She added that per the contract, 2 evaluations in writing are to be given on probationary employees under 8.3b paragraph 2 in the contract and she referenced the handout. She reiterated

that Ms. Givens had not been given these opportunities to correct these deficiencies. Attorney Ditman said Ms. Givens asked about additional training and had been told no; nor was she given the evaluations. Attorney Ditman added that any type of error is a safety concern; however, the call did not rise to the level of concern because it was discovered and addressed 1 month later on January 27 and not when it happened on January 2.

Attorney Ditman stated that humans make mistakes and because they are humans occasional errors will be made. She said that Ms. Givens was not the first to make a mistake and that she will not be the last to make a mistake. She added that examples of the same error have been made by other employees and they have not been disciplined whatsoever.

Attorney Ditman continued, stating that there is a new point that has not come up yet. She said that prior to the 1<sup>st</sup> incident of discipline Ms. Givens had handled an extremely upsetting emotional suicide call where the caller committed suicide while on the phone with Ms. Givens. Ms. Givens had criticized Director Price and the Supervisor in a letter to the union. Attorney Ditman added that this raises some concerns if this is why Ms. Givens had been disciplined.

Commissioner Correa asked, for clarification, how Ms. Givens knew. Ms. Givens replied that she knows personally because she was there and saw the supervisors talk to the people involved. Mr. Dunn said if retaliation is being claimed then Ms. Givens has to say who. Attorney Ditman said she has documentation. Ms. Givens said that operator 56 gave an incorrect address on December 22 on a medical call with difficult breathing and provided the details of the error, stating that it was later corrected by the Fire department.

Commissioner Guedes asked Ms. Price if other human errors have gone uncited and Ms. Price replied that she has never had an address mistake in a hostage situation; not to the level of the first call. There may have been other address mistakes. Ms. Price stated that a contract is followed and if the employee is a veteran employee with a number of years on the job the situation is handled differently.

Commissioner Guedes stated that Labor Relations is the mediating party and has determined that extending the probation period is what is reasonable and feasible in this case. Commissioner Guedes asked Ms. Givens if an agreement without restrictions would be acceptable. Ms. Givens replied that it would be acceptable. Ms. Price said she has concerns about Ms. Givens ability to take calls with the address being correct was not comfortable with extending the probation for 3 months because there were 2 serious mistakes and she was concerned and reluctant to do this. Ms. Price stated that the offer to extend the probationary period was made 2 times. Attorney Ditman stated that the lines in the agreement were scratched out at the last minute with a great deal of pressure on Ms. Givens to sign.



Commissioner Correa said that probation periods are to determine if the person has the competency to carry out the job efficiently. She added that the recourse might be different for an employee with 10 or 15 years on the job. Commissioner Correa stated that she was “torn” here. She referenced the 2<sup>nd</sup> tape and stated that at no point in time did Ms. Givens try to have the translator confirm the address and the information again.

Commissioner Plummer asked Ms. Price if she would be agreeable to a 3 month probation extension and Ms. Price stated that she would be concerned and reluctant. She said she has concern about citizens and safety personnel in the field. Commissioner Plummer clarified that Ms. Price would accept a 6 month extension of the probationary period and extended training. Mr. Dunn suggested that the review documents in the blue folder provided to Telecommunicators should be continued throughout the entire probationary period and not stopped after 6 months of probation.

Mr. Dunn said, like Attorney Ditman, he is concerned that the 2 evaluation forms (probationary sheets) were not filed. Ms. Price said she would check with Deb Deida, who is out sick today. Mr. Dunn added that these have to be on file to justify a termination. He said there are some procedural issues that can be cleaned up here as well. Mr. Dunn stated that he is fine with extending probation to 4 months or 5 months or 6 months and the Department Head must continue to do updates in the blue folder. Commissioner Guedes added that Ms. Givens be afforded the level of training required for her to feel confident going back to her station. Ms. Guedes stated that Ms. Givens had some good reviews.

Commissioner Correa stated that competency means listening is important and transmitting that information. She added that it is frightening to think what could have happened to the police officers. Commissioner Correa also suggested culturally sensitive training and the same training for any bilingual situation.

Attorney Ditman stressed the thousands of calls that Ms. Givens handled properly. She requested that Ms. Givens read the letter she wrote to the union. Attorney Mitola suggested tabling the matter for 1 month and if Labor Relations and the union do not reach an agreement then the Commission would vote next month on termination. Mr. Dunn added that since the 2 evaluations have not been received on Ms. Givens there is no authority today to vote on the termination. Commissioner Correa stated that she is not ready to make a decision. Commissioner Guedes said she felt that all involved are heading toward an extension of probation and that something would be worked out.

Commissioner Correa said that as a tax payer she does not want employees on paid administrative leave. Mr. White added that the charge of retaliation muddies the water. Ms. Givens said that the manner in which Ms. Price ordered Ms. Givens back to work that day while she was under doctor care and EAP after the suicide call was intimidating and harassing. Ms. Price said she was not aware of a grievance. She

said she had answered questions from the Commission about the suicide call and if the Telecommunicator was sent home after the call. Ms. Price said that Ms. Givens had been home for a week when she discussed with Larry Osborne, Director of Labor Relations, about bringing her back to work. Ms. Price said that Mr. Osborne told her to call Ms. Givens back to work immediately. Ms. Price said the Center receives calls like this all the time. Ms. Price could not remember if she called Ms. Givens back to work the day of her phone call to her or the next day. Per the directions of Mr. Osborne she called Ms. Givens and verbally told her as well as put it in writing and had it delivered by an officer to Ms. Givens.

Ms. Givens wanted to read the letter she wrote to the union. Commissioner Guedes suggested that the Department Head, Labor Relations, and the NAGE Attorney discuss probation extension.

Commissioner Correa made a motion to table the matter to April to do the due diligence because there were some gaps. Commissioner Plummer stated that an offer of resolution be considered and take a strong look at the issue of retaliation. Commissioner Guedes said she would like to add wording to the motion about if the matter is resolved then it does not come back to the Commission. Commissioner Correa did not agree; stating that Roberts Rules of Order did not call for that stipulation. With the exception of Commissioner McBride who abstained, all were in favor and the Commission unanimously tabled the Givens matter to April.

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers, the Commission unanimously voted to table the Fire Grievances, # 9 on the agenda, to April, since Fire Chief Rooney was unable to attend the Commission meeting and Mr. Whitbread did not have any objection.

On a motion made by Commissioner Correa and seconded by Commissioner McBride, the Commission unanimously voted to table the Thomas White matter, # 10 on the agenda, to April, per Attorney Bucci's request, since he was in federal court.

On a motion made by Commissioner McBride and seconded by Commissioner Plummer the Commission unanimously tabled the VanGrowski matter, #11 on the agenda, to April. Attorney Gulash, representing Mr. VanGrowski, stated that he believes the hearing would be relatively lengthy. He explained that his daughter had car trouble and he had to get her in New Haven. It is noted for the record that Attorney Gulash requested that Commissioner Correa not participate in the matter because her son is one of the supervisors involved in the matter. Commissioner Correa said she would recuse herself from the discussion as well as the vote, in order to avoid a conflict of interest.

#### **8. Elsie Mojica – Appeal - DENIED**

The Commission received a request from Elsie Mojica to appeal her disqualification to return to work after failing a portion of the medical exam. Ms. Mojica requested a public hearing. She told the Commission that she has worked as a School Crossing

Guard for 25 years. Commissioner Guedes asked Ms. Mojica if she disputed the results of her medical test and she replied no, that it happened while she was on medical leave and not on the job.

Mr. Dunn stated that for 25 years the City did not drug test her and further stated that we don't have a lot of school crossing guards test positive. He reminded the Commissioners that all who come back to work are tested. He said that this is a very important job, crossing kids in the street. Guards must be very alert for the safety of the kids. Ms. Mojica is the only guard who has appealed. She can reapply in the summer. It would be up to the Police department to hire her for next year. If she reapplies she would be sent for testing again. Per the City's policy, all hires in the City are sent for drug testing. Chief Gaudett says this does not go away. Commissioners Correa, McBride, Plummer, and Rodgers each voted respectively to deny the appeal of Ms. Mojica. Commissioner Guedes told Ms. Mojica that her appeal was denied.

On a motion made by Commissioner McBride and seconded by Commissioner Correa, the Commission unanimously tabled #6 on the agenda, Commissioners Requests. Attorney Mitola stated that there is litigation involving Thomas White.

**9. Fire Grievances – Tabled from 1/8/13; TABLED** (please reference motion page 10)

The Commission has received a request from Mr. Robert Whitbread, President, IAFF, Local 834, for the following grievances:

- Griev 2012-12 FF James Boyle Article 5 Disciplinary Action
- Griev 2012-13 Class Action Days off for Captain Exam
- Griev 2012-15 Drug test (hair)

**10. Thomas J. White – Appeal; TABLED** (please reference motion page 10)

The Commission has received a request from Attorney Thomas Bucci, on behalf of his client, Thomas J. White, for an appeal regarding his layoff.

**11. Michael VanGrowski Termination; TABLED** (please reference motion page 10)

The Commission has received a request from Police Chief Joe Gaudett to terminate probationary police recruit Michael VanGrowski for failing to pass the Cooper's Standards at the 50<sup>th</sup> percentile.

**12. Personnel Director's Report**

It is noted that due to lack of time the Personnel Director's Report was not given.

- Office relocation
- Fire Exams
- Police Exams

On a motion made by Commissioner McBride and seconded by Commissioner Rodgers, the March monthly meeting of the Civil Service Commission was unanimously adjourned at 5:00 p.m.